

## Hugger to Harasser

### The True Story Behind Sexual Harassment

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## Where To Draw the Line?

- Is a hug really a problem?
- When would it become harassment?
- Is it OK for men and women to compliment the way each other looks?

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## Objectives

- Recognize 5 elements of SH
- Identify the 2 types of SH
- Identify ways to prevent SH
- Determine how to handle SH allegations

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## What Do You Think?

Take a moment and write down your definition of sexual harassment in your participant guide.

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## Sexual Harassment

Sexual harassment is deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which is unwelcome.

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## Comments, Gesture, Contact

- Talking to someone
- Whistling
- Looking at someone
- Hugging someone
- Bumping into someone

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## When Do They Become SH?

- Talking to someone
- Whistling
- Looking at someone
- Hugging someone
- Bumping into someone

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### Is It Sexual Harassment?

- Review the scenarios on page 7 in your participant guide.
- Do these situations constitute sexual harassment? Why or why not?

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### Is It or Isn't it?

Joe and the Computer

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### Is It or Isn't It?

Robert and Le Scandal

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## Is It or Isn't It?

Suzie and the Love Notes

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## Types of Sexual Harassment

- Quid pro quo

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## Quid Pro Quo

A person is requested to provide sexual favors in return for some other benefit.

e.g., Sleep with me and I will give you a promotion.

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## Types of Sexual Harassment

- Quid pro quo
- Hostile work environment

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## Hostile Work Environment

The work environment is so offensive as to distract the person from being able to work.

e.g., lewd comments, jokes, pictures, screen savers, etc.

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## Is It Sexual Harassment?

If it is, what type is it?

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Is It or Isn't it? Which Type?

Joe and the Computer

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Is It or Isn't It? Which Type?

Robert and Le Scandal

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Is It or Isn't It? Which Type?

Suzie and the Love Notes

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Is It or Isn't It? Which Type?

Office Love Birds

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Is It or Isn't It? Which Type?

Seasonal Hire: "Special Projects"

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Tips for Preventing SH

- Harassment-free environment. Set a good example.

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### Set a Good Example

- Would I act this way if my spouse or significant other was next to me?
- Would I want someone else to act this way to my spouse or significant other?

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### Set a Good Example

- Would I want my behavior broadcast on InsideNPS.gov or the local news?
- Is there equal power between me and the person I'm interacting with?

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### Set a Good Example

- Is there equal initiation and participation between me and the person I'm interacting with?

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## Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment

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## Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness

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## Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness
- Take complaints seriously

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### Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness
- Take complaints seriously
- Investigate complaints

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### Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness
- Take complaints seriously
- Investigate complaints
- Maintain confidential written record

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### Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness
- Take complaints seriously
- Investigate complaints
- Maintain confidential written record
- Take appropriate action

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### Tips for Preventing SH

- Harassment-free environment
- Monitor the work environment
- Policy awareness
- Take complaints seriously
- Investigate complaints
- Maintain confidential written record
- Take appropriate action
- Protect against retaliation

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### How Can YOU Prevent Sexual Harassment?

Room for Improvement?

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### Agency/Employer's Responsibility

- Responsible for supervisors' actions
- Take action to prevent sexual harassment
- Have anti-harassment policy

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### Anti-Harassment Policy

- Protection from retaliation
- Explains the complaint process
- Offers confidentiality
- Prompt impartial investigation
- Recommends corrective actions

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### Agency/Employer's Responsibility

- Responsible for supervisors' actions
- Take action to prevent sexual harassment
- Have anti-harassment policy
- Train supervisors to recognize and respond to complaints

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### Supervisor's Responsibility

- Must take action in response to allegations of sexual harassment
  - Appropriate, professional response
  - Investigation
  - Put sexual harassment offender "on notice"

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## IMPORTANT for Supervisors

If you are the harasser or do nothing to resolve allegations of sexual harassment, you can be held personally liable!

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## Employee's Responsibility

- Must be aware of appropriate vs. inappropriate behavior
- Must report harassment
- Put sexual harassment offender "on notice" by informing them that their behavior is offensive

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## Intent vs. Impact

- Does not matter what a person's intent is, it is the impact on the other person
- Once you have made it clear that the message received is unwelcome, it should no longer continue

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## Sexual Harassment Hotline

1-800-527-8987

Sexual\_Harassment\_Hotline@ios.doi.gov

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## Firefighter--You Be the Judge

How did NPS handle this situation?

- Prompt
- Confidential
- Protect complainant
- Impartial
- Corrective action

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## Want More Information About This Topic?

Department of the Interior EEO policy

- [www.doi.gov/diversity/8doi\\_policy.htm](http://www.doi.gov/diversity/8doi_policy.htm)

Office of Personnel Management

- [www.opm.gov](http://www.opm.gov)

Equal Employment Opportunity Commission

- [www.eeoc.gov](http://www.eeoc.gov)

Merit Systems Protection Board

- [www.mspb.gov/studies/sexhar.pdf](http://www.mspb.gov/studies/sexhar.pdf)

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## To Get Credit for This Course

1. Sign the Class Attendance Roster at your TEL site.
2. Take the on-line evaluation at:  
[www.nps.gov/training/tel](http://www.nps.gov/training/tel)  
Click on the DOI Learn tab  
Go to the link under Class Evaluation for  
*From Hugger to Harasser: The True Story Behind Sexual Harassment*
3. Complete the evaluation within 2 weeks of the course, by June 5, 2007.

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